

LACOFD MENTORING



MENTOR PROGRAM MISSION STATEMENT

THE MISSION OF THE MENTOR PROGRAM IS TO GIVE CANDIDATES THE OPPORTUNITIES AND TOOLS TO BECOME SUCCESSFUL MEMBERS OF THE LOS ANGELES COUNTY FIRE DEPARTMENT.



MENTORING GOALS

- ENCOURAGE WOMEN AND UNDERREPRESENTED ETHNICITIES TO PARTICIPATE
- ABIDE BY PROP 209
- FOCUS ON RIDE ALONGS TO EXPOSE CANDIDATES TO STATION LIFE
- PASSING THE CPAT
- GETTING HIRING
- PASSING ACADEMY & PROBATION
- RETENTION & PROMOTION



WHO ARE OUR MENTORS?

- MENTORS ARE SELECTED FROM THE RECRUITMENT UNIT TEAM
- THEY ARE SELECTED BASED ON:
 - DEDICATION TO OUR DEPARTMENT
 - STATION LOCATION AND CALL VOLUME
 - DESIRE TO TEACH AND CARRY OUT MENTOR PROGRAM GOALS
- THE PROGRAM HAS 140 MENTORS AND MENTORS OVER 300 CANDIDATES
- CANDIDATES ARE FOUND THROUGH RECRUITMENT EVENTS AND THROUGH PERSONAL CONTACT



MENTORING

- MENTORING PROVIDES THE STRUCTURE FOR EXPERIENCED FIREFIGHTERS TO PASS ON THE SKILLS OF THE JOB
- MENTORING PROVIDES A STRUCTURE THAT IS THE BRIDGE TO A SUCCESSFUL CAREER



THE MENTOR PROGRAM WILL FOCUS ON ALL ASPECTS OF THE HIRING PROCESS

- WHAT TO EXPECT IN THE FORMAL HIRING & TESTING PROCESS
 - CPAT & APPLICATION
 - WRITTEN EXAM
 - ORAL INTERVIEW
 - ENTHUSIASM
 - TEAM BUILDING
 - DECISION MAKING
 - FLEXIBILITY
 - PERSONAL ATTRIBUTES
 - COMMUNICATION
 - BACKGROUND INVESTIGATION
 - CLEAN UP SOCIAL NETWORKING SITES
 - MAINTAIN CLEAN CREDIT REPORT
 - MAINTAIN CLEAN DRIVING RECORD
 - MEDICAL EVALUATION
 - JOB APPOINTMENT / FAMILY DAY



PASSING THE CPAT

- MENTAL & PHYSICAL PREPAREDNESS
- NUTRITION
- PHYSICAL FITNESS
- SUPPORT & MOTIVATION
- NETWORKING



HIRING

- JOB APPLICATION & RESUME
- RESEARCH DEPARTMENT INFO
- VISIT FIRE STATIONS - RIDE ALONG - MOCK INTERVIEWS
- WHAT TO EXPECT IN THE FORMAL HIRING & TESTING PROCESS
- PARAMILITARY, PROFESSIONAL, PUBLIC SERVICE CAREER



PASSING THE ACADEMY & PROBATION

- ATTITUDE
- UNSPOKEN FIREHOUSE RULES FOR THE PROBATIONARY FIREFIGHTER
- STAYING NETWORKED
- APPRENTICESHIP & MENTORING
- MAINTAINING FITNESS & NUTRITION
- LOCAL UNION INVOLVEMENT
- MAINTAIN BALANCED PERSONAL & PROFESSIONAL LIFE



RETENTION & PROMOTION

- MAINTAIN A GOOD WORK ETHIC
- CONTINUING EDUCATION
- INVESTING IN YOUR CAREER
- BE AN OWNER IN YOUR CAREER, NOT A RENTER



CPAT PRACTICE

- PARTNERED WITH LAFD TO ASSIST IN TRAINING EFFORTS FOR PASSING THE CPAT
- COMMITTEE MEMBER OF THE CALIFORNIA PROFESSIONAL FIREFIGHTERS WOMEN'S COMMISSION
- PARTICIPATE IN THE ANNUAL CPAT EXPOS RECRUITING WOMEN

FREE PRACTICE SESSIONS & ORIENTATION SEMINAR
CPAT TRAINING

Every 1st & 3rd
SATURDAYS 8 am - 4 pm

TUESDAYS 9 am - 2 pm
THURSDAYS 3 pm - 7 pm

RESERVATION REQUIRED!


Sessions begin on the top of the hour. A slot will be assigned based on availability when you call.

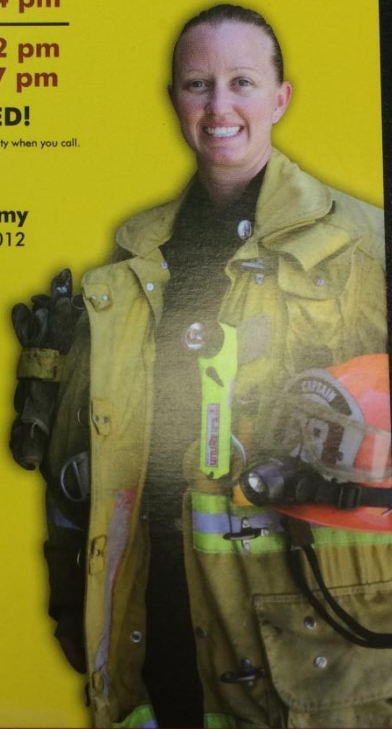
Frank Hotchkin Training Academy
1700 Stadium Way, Los Angeles, CA 90012

Please arrive 15-20 minutes early.

- * Dress code is strictly enforced for safety
- Long pants (no shorts)
- Footwear with no open heel or toe
- T-shirt or sweatshirt
- No loose or restrictive jewelry

To ensure your spot,
call (213) 893-9899

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READY NOW!



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MENTOR ORIENTATION DAY

- ORIENTATION DAY IS HOSTED AT OUR HEADQUARTERS ON EASTERN AVENUE.
- 4 HOURS OF INSTRUCTION AND INTRODUCTION INTO HOW OUR DEPARTMENT OPERATES.
- HANDS ON EXPERIENCE WITH EQUIPMENT AND APPARATUS INTRODUCTION



FIREFIGHTER PREPARATORY SEMINAR

WE HOSTED 10 SEMINARS
THROUGHOUT THE COUNTY.

- 3 AT THE UNIVERSITY OF ANTELOPE VALLEY
- 3 AT WESTERN UNIVERSITY IN POMONA
- 3 AT THE CARSON COMMUNITY CENTER
- 1 AT THE LA HABRA COMMUNITY CENTER
- OVER 5000 CANDIDATES ATTENDED, 11% WOMEN



LA COUNTY FIRE DEPARTMENT

ANY QUESTIONS?

